MASTER SYLLABUS

COURSE NUMBER – COURSE NAME
HSMB 316 – Equity, Diversity, and Cultural Competence in Healthcare

CIP Code: 51.0701
For assistance determining CIP Code, please refer to this webpage
or reach out to Sarah Todd at todds@canton.edu

Created by: Vicki Perrine

Updated by: Vicki Perrine

School of Business and Liberal Arts

Department: Healthcare Management

Semester/Year: Spring 2025
A. TITLE: Equity, Diversity, and Cultural Competence in Healthcare

B. COURSE NUMBER: HSMB 316

C. CREDIT HOURS: (Hours of Lecture, Laboratory, Recitation, Tutorial, Activity)

   # Credit Hours: 3
   # Lecture Hours: 3 per week
   # Lab Hours: 0 per week
   Other: 0 per week

   Course Length: 15 Weeks

D. WRITING INTENSIVE COURSE: Yes ☒ No ☐

E. GER CATEGORY: None: ☐ Yes: GER 3 Social Sciences
   If course satisfies more than one: GER

F. SEMESTER(S) OFFERED: Fall ☐ Spring ☐ Fall & Spring ☒

G. COURSE DESCRIPTION:

   The course is designed to provide students with an understanding of socioeconomic factors, which are contributing to health disparities, healthcare access, and lack of sufficient diversity in health care. The students will analyze key social justice issues relevant to health disparities with an eye to cultivating greater health equity.

H. PRE-REQUISITES: None ☒ Yes ☐ If yes, list below:

   CO-REQUISITES: None ☒ Yes ☐ If yes, list below:

I. STUDENT LEARNING OUTCOMES: (see key below)

   By the end of this course, the student will be able to:

<table>
<thead>
<tr>
<th>Course Student Learning Outcome [SLO]</th>
<th>Program Student Learning Outcome [PSLO]</th>
<th>GER If Applicable</th>
<th>ISLO &amp; SUBSETS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Explain the factors that influence the health behavior and wellness of individuals and populations.</td>
<td>Describe the framework in which healthcare services are produced.</td>
<td>3</td>
<td>1-Comm Skills ISLO ISLO W Subsets Subsets Subsets</td>
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2. Interpret the disparities in health care that exist across population groups.
   Discuss how global health issues affect the US healthcare system.
   Coordinated, consumed, and reimbursed.
   3 4-Soc Respons ISLO ISLO GL Subsets Subsets Subsets

3. Explain the factors that reduce healthcare access issues for vulnerable populations.
   Describe the framework in which healthcare services are produced, coordinated, consumed, and reimbursed.
   3 1-Comm Skills ISLO ISLO W Subsets Subsets Subsets

4. Identify the factors that help healthcare professionals reduce health care disparities.
   Demonstrate cultural competence in healthcare through collaboration and teamwork.
   3 5-Ind, Prof, Disc, Know Skills ISLO ISLO None Subsets Subsets Subsets

5. Analyze health disparities attributable to diverse cultural and behavioral factors and their implications for healthcare policy.
   Demonstrate cultural competence in healthcare through collaboration and teamwork.
   3 5-Ind, Prof, Disc, Know Skills ISLO ISLO None Subsets Subsets Subsets

6. Interpret the cultural and behavioral factors that influence the management and delivery of healthcare services.
   Demonstrate cultural competence in healthcare through collaboration and teamwork.
   3 5-Ind, Prof, Disc, Know Skills ISLO ISLO None Subsets Subsets Subsets

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<thead>
<tr>
<th>KEY</th>
<th>Institutional Student Learning Outcomes [ISLO 1 – 5]</th>
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<tbody>
<tr>
<td>ISLO #</td>
<td>ISLO &amp; Subsets</td>
</tr>
<tr>
<td>1</td>
<td>Communication Skills Oral [O], Written [W]</td>
</tr>
<tr>
<td>2</td>
<td>Critical Thinking Critical Analysis [CA], Inquiry &amp; Analysis [IA], Problem Solving [PS]</td>
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<tr>
<td>3</td>
<td>Foundational Skills</td>
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Information Management [IM], Quantitative Lit./Reasoning [QTR]

4 Social Responsibility
   Ethical Reasoning [ER], Global Learning [GL],
   Intercultural Knowledge [IK], Teamwork [T]

5 Industry, Professional, Discipline Specific Knowledge and Skills

*Include program objectives if applicable. Please consult with Program Coordinator

J. APPLIED LEARNING COMPONENT: Yes □ No ☒

If YES, select one or more of the following categories:

☐ Classroom/Lab       ☐ Civic Engagement
☐ Internship         ☐ Creative Works/Senior Project
☐ Clinical Placement ☐ Research
☐ Practicum          ☐ Entrepreneurship
☐ Service Learning   (program, class, project)
☐ Community Service

K. TEXTS:


L. REFERENCES:


M. EQUIPMENT: None ☒ Needed:

N. GRADING METHOD: A-F

O. SUGGESTED MEASUREMENT CRITERIA/METHODS:

Discussion Boards
Assignments
Quizzes
Final Exam
P. DETAILED COURSE OUTLINE:

I. Healthcare Disparities in Diverse Communities
II. Workforce Demographics
III. Diversity in Healthcare
IV. Cultural Competence vs. Diversity in Healthcare
V. Systems approach to Cultural Competence
VI. Closing the Health Status Gap
VII. The future of Diversity and Cultural Competence in Healthcare

Q. LABORATORY OUTLINE: None ☒ Yes ☐